

I. INTRODUCTION

This position is located in a Field office of the Fruit and Vegetable Division, Fresh Products Branch, Agricultural Marketing Service. The incumbent serves as a trainee and as such performs duties designed to provide familiarity with grading and inspection concepts, methods, and practices as well as to acquaint the employee with the organizational procedures of the Division. The training process includes both formal instruction and on-the-job training. Assignments are performed at various terminal market sites, such as warehouses, packing plants, and similar facilities and may involve details and/or reassignment to a different geographical area as determined by management.

II. MAJOR DUTIES

Studies instructional material, official standards, and related regulations which govern the grading, inspection, and certification of products.

Receives instructions at the work-site on determining general product quality, on recognizing specific product defects and diseases, and on the practical application of the standards and regulations in general.

Assists higher grade Agricultural Commodity Graders (ACGs) by performing portions of the work under their guidance. Such tasks include selecting representative product samples, and preparing worksheets and summary reports of grading and inspections.

As the trainee's familiarity with products and technical proficiency with procedures increases, the trainee may make quality determinations on a few designated products under close guidance and review by higher grade ACGs.

III. FACTORS

Factor 1. Knowledge Required by the Position Level 1-4, 550 points

Knowledge of the common types of fruits and vegetables and of their general characteristics.

Familiarity with the transportation, storage and handling practices insofar as these affect general product quality.

The ability to learn the official grade standards and regulations, and to learn the specific grading and inspection procedures.

Factor 2. Supervisory Controls Level 2-1, 25 points

The supervisor or higher grade ACG provides the assignment, giving detailed and specific instructions on the methods to be used in performing each phase of the work.

The grader works in strict adherence to the instructions. Assistance is readily available while the work is being performed, and the employee consults the supervisor or a higher grade ACG to clarify the original instructions, product conditions, or circumstances which are new or unusual to the employee.

The work is closely reviewed. It is checked while in progress and upon completion for compliance with instructions, for adherence to prescribed methods and procedures, for technical proficiency, and for the accuracy of any determination.

Factor 3. Guidelines Level 3-1, 25 points

Written guidelines include parts of the official grade standards, regulations, visual aids, instructional training material, technical manuals, and other written guidelines provided locally. However, the trainee is provided with the specific guidelines appropriate to the phase of work to be done. These guidelines are further explained to the employee before the work is performed.

The trainee adheres closely to the guidelines and instructions. Situations not directly covered by the guides are referred to a higher grade ACG for clarification (or for determination).

Factor 4. Complexity Level 4-2, 75 points

The work involves following methods and procedures which are closely related. The technical factors necessary to consider are made relatively apparent and are readily verified. Variations in the work stem primarily from the particular type of fruit or vegetable being graded.

Factor 5. Scope and Effect Level 5-2, 75 points

The work consists of performing specific procedures, such as measuring product size or obtaining representative samples which affect the final grade or condition determination. The work affects the accuracy and reliability of the final determinations and certificates issued by higher grade ACGs.

Factor 6. Personal Contacts Level 6-2, 25 points

Contacts are primarily with other graders. However, during the course of performing duties, the employee also has contacts with employees of the various applicants, such as machine operators, packers, and warehouse workers.

Factor 7. Purpose of Contacts Level 7-2, 50 points

Contacts with industry employees are for the purpose of obtaining their cooperation in facilitating the grader's own sampling or grading work. Industry employees generally are cooperative in these matters. Minor difficulties raised by industry employees may be resolved by the trainee, but generally, questions and problems are routinely referred to the supervisor or higher grade ACGs.

Factor 8. Physical Demands Level 8-3, 50 points

Commodity grading work requires periods of physical exertion to lift and move boxes and cartons of product often weighing in excess of 50 pounds; prolonged periods of standing, walking, stooping, bending, and climbing; physical coordination and finger dexterity in both hands to perform digital examinations of commodities and to safely enter and leave rail cars and trailers; ability to detect abnormalities in the commodity through normal or corrected vision in at least one eye for distance, depth perception, and color; and the ability to assure safety in a highly mechanized and/or noisy environment through adequate or correctable hearing; and the ability to determine product quality through smell and/or taste.

Factor 9. Work Environment Level 9-2, 20 points

The work environment includes exposure to adverse outdoor weather; working in refrigerated areas; and exposure to fumes and odors from coolants.

TOTAL POINTS - 895